Organization Code 13 1467 Employees Responding Page 7

Percent Responding % ----10---20---30---40---50---60---- %

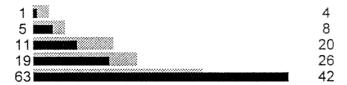
16. Are your managers and co-workers supportive of your using flexible scheduling and leave options to help you balance work and family life?

- A. Very supportive B. Generally supportive
- C. Neutral
- D. Generally unsupportive
- E. Very unsupportive



17. Do you see the union(s) and management working in partnership to improve the quality of work life in your OPDIV/STAFFDIV?

- A. Almost always
- B. Frequently
- C. Sometimes
- D. Seldom or never
- E. I don't know



18. In the Department of Health and Human Services, have union-management partnerships had a positive effect on service to the public?

- A. Yes, substantial positive effect
- B. Yes, moderate positive effect
- C. Limited positive effect
- D. Little or no positive effect
- E. I don't know



19. What is your grade or rank?

- A. GS 1-8 and all WB, WG, WL, WS, WT
- B. GS 9-12, CC 1-4
- C. GS/GM 13-15, CC 5-6, FC, AD
- D. SES, SBRS, ALJ, ASG, SL, ST

